



April 11, 2018

MEMORANDUM

TO: Chancellor Rebecca Blank
Provost Sarah C. Mangelsdorf
Vice Chancellor Laurent Heller
Vice Chancellor Charles Hoslet
Interim Vice Chancellor Norman Drinkwater

FROM: Allison La Tarte, Academic Planning and Institutional Research

SUBJECT: Faculty Salary Peer Comparison for 2017-18

In 2017-18, UW-Madison average salaries remained ranked 12th among our official salary peers for full professors, dropped from 6th to 7th place for associate professors, and rose from 11th to 9th for assistant professors. Compared to all AAU public institutions, UW-Madison full professor average salaries rank 28th out of 34 institutions.

The comparisons come from the Association of American University Professors (AAUP) Faculty Salary Survey for 2017-18. Salaries reported to AAUP are affected by several factors, including: faculty turnover and promotions, individual salary adjustments for promotion, competitive market, or equity; and institutions' announced annual increases. Inside Higher Ed has implemented a useful online interface to the 2017-18 faculty salary data, available at <https://www.insidehighered.com/aaup-compensation-survey>.

The increase to faculty salary payroll needed to place UW-Madison faculty at the peer group median stands at 8.4 percent, which would be approximately \$21.7 M based on current average salaries and number of faculty at each rank. While the average salary for UW-Madison associate professors has remained similar to the median average salaries of official salary peers, the average salaries for assistant and full professors continue to lag behind.

The comparisons in this memorandum do not include any adjustments for geographical differences in the cost of living, and may differ somewhat from the information presented by UW System, which do include such adjustments.

Please contact Allison La Tarte (allison.latarte@wisc.edu or 890-4701) or Jocelyn Milner (jocelyn.milner@wisc.edu or 263-5658) with any questions about these peer comparisons.

c: Jocelyn Milner, Vice Provost of Academic Affairs
Michael Bernard-Donals, Vice Provost for Faculty and Staff
Wayne Guthrie, Associate Vice Chancellor, Office of Human Resources
Steven Smith, Secretary of the Faculty
John Lucas, Executive Director, University Communications
Eden Inoway-Ronnie, Chief of Staff, Provost's Office
Matt Mayrl, Chief of Staff, Chancellor's Office
Scott Hildebrand, Special Assistant, Office of the Vice Chancellor for Finance and Administration
Tim Norris, Associate Vice Chancellor, Office of the Vice Chancellor for Finance and Administration
Mark Walters, Director, Office of Human Resources
Anja Wanner, Chair of the University Committee
Margaret Harrigan, Distinguished Policy and Planning Analyst, Academic Planning and Institutional Research

2017-18 Average Faculty Salaries by Professorial Rank

UW-Madison's Official Faculty Salary Peer Group

University	Full Professor		Associate Professor		Assistant Professor		Percent Change from 2016-17		
	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Full Prof	Assoc Prof	Assist Prof
University of California-Los Angeles	204,017	1	133,723	1	106,042	2	4.6%	3.7%	4.6%
University of California-Berkeley	191,177	2	131,487	2	110,984	1	3.3%	6.3%	1.0%
University of Michigan-Ann Arbor	170,226	3	113,181	3	95,678	6	1.2%	1.6%	2.8%
University of Texas-Austin	165,580	4	107,566	5	101,531	4	3.2%	3.8%	2.7%
Michigan State University	154,629	5	101,904	8	82,616	12	3.0%	2.3%	3.7%
University of Illinois-Urbana	150,478	6	104,242	6	95,530	7	1.9%	4.8%	3.6%
Ohio State University	149,982	7	101,286	9	89,445	10	0.3%	1.5%	2.4%
University of Washington-Seattle	144,847	8	110,084	4	101,893	3	4.9%	6.0%	2.9%
University of Minnesota-Twin Cities	143,422	9	100,540	11	88,992	11	1.0%	1.2%	1.6%
Purdue University	142,408	10	101,248	10	89,673	8	2.7%	3.4%	1.8%
Indiana University-Bloomington	142,184	11	97,286	12	99,948	5	1.5%	1.6%	3.8%
University of Wisconsin-Madison	136,243	12	102,110	7	89,466	9	2.7%	1.1%	2.6%
Peer Group Median (w/o UW-Madison)	150,478		104,242		95,678				
Percent Increase Needed to Reach Median	10.4%		2.1%		6.9%				

Notes: Based on the annual AAUP Faculty Salary Survey. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. Salaries reported to AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to any announced annual increases

Average Faculty Salary Rank among Official Salary Peers by Faculty Rank

Full Professor

FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18
UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA
Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk
MI	MI	MI	MI	MI	MI	MI	MI	MI	MI
TX	TX	TX	TX	TX	TX	IL	TX	IL	TX
IL	IL	IL	IL	IL	IL	TX	IL	TX	MSU
MN	OSU	OSU	OSU	OSU	OSU	OSU	OSU	OSU	IL
OSU	MSU	MSU	MSU	MN	MN	MSU	MSU	MSU	OSU
MSU	MN	MN	IU	IU	MSU	MN	IU	MN	WA
WA	WA	Purdue	MN	MSU	IU	IU	MN	IU	MN
IU	IU	IU	Purdue	Purdue	Purdue	WA	Purdue	WA	Purdue
Purdue	Purdue	WA	WA	WA	WA	Purdue	WA	Purdue	IU
WI	WI	WI	WI	WI	WI	WI	WI	WI	WI

Associate Professor

FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18
Berk	Berk	Berk	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA
MI	MI	UCLA	Berk	Berk	Berk	Berk	Berk	Berk	Berk
UCLA	UCLA	MI	MI	MI	MI	MI	MI	MI	MI
WA	WA	TX	TX	TX	IL	IL	WA	WA	WA
MN	MSU	OSU	OSU	OSU	TX	WA	TX	TX	TX
MSU	WI	WI	MSU	WI	OSU	TX	WI	WI	IL
TX	OSU	MSU	WA	IL	WI	OSU	IL	OSU	WI
WI	MN	WA	WI	MSU	MSU	WI	OSU	MSU	MSU
OSU	TX	MN	Purdue	Purdue	MN	MSU	MSU	IL	OSU
IL	IL	Purdue	IU	WA	Purdue	MN	MN	MN	Purdue
IU	IU	IL	IL	IU	IU	Purdue	Purdue	Purdue	MN
Purdue	Purdue	IU	MN	MN	WA	IU	IU	IU	IU

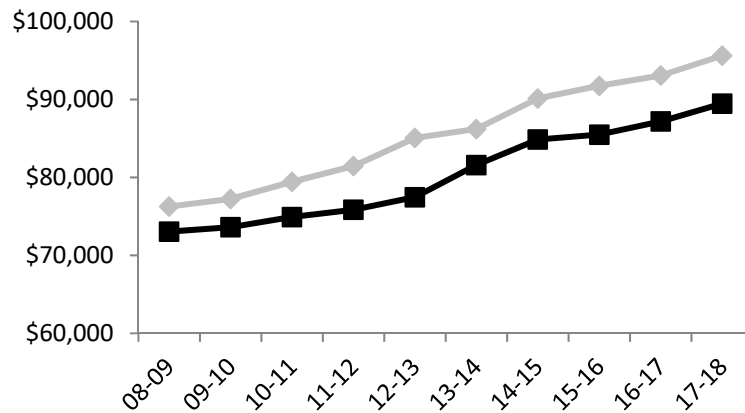
Assistant Professor

FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18
TX	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk
MI	MI	MI	UCLA	MI	UCLA	UCLA	WA	UCLA	UCLA
Berk	TX	UCLA	MI	UCLA	IL	WA	UCLA	WA	WA
UCLA	UCLA	TX	TX	IL	MI	IL	TX	TX	TX
WA	OSU	IL	IL	TX	TX	MI	MI	IU	IU
IL	WA	OSU	OSU	OSU	OSU	TX	IU	MI	MI
OSU	IL	MN	WA	WA	WA	IU	IL	IL	IL
MN	MN	WA	MN	MN	IU	OSU	OSU	Purdue	Purdue
WI	WI	Purdue	Purdue	IU	MN	WI	MN	MN	WI
Purdue	Purdue	WI	IU	Purdue	WI	MN	WI	OSU	OSU
IU	IU	IU	WI	WI	Purdue	Purdue	Purdue	WI	MN
MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU

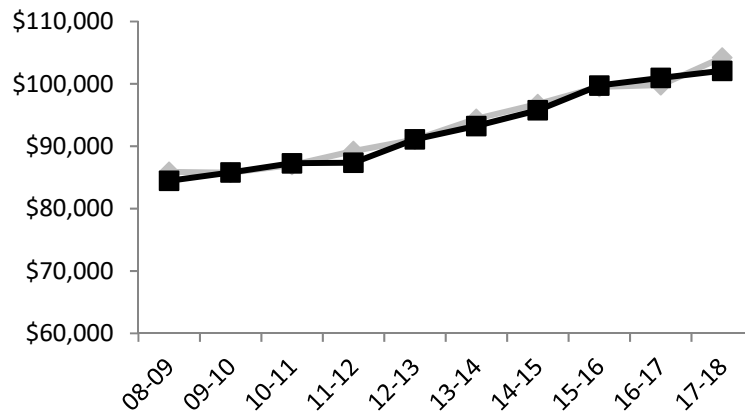
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Trend in Average Faculty Salary by Rank UW-Madison's Official Faculty Salary Peer Group¹

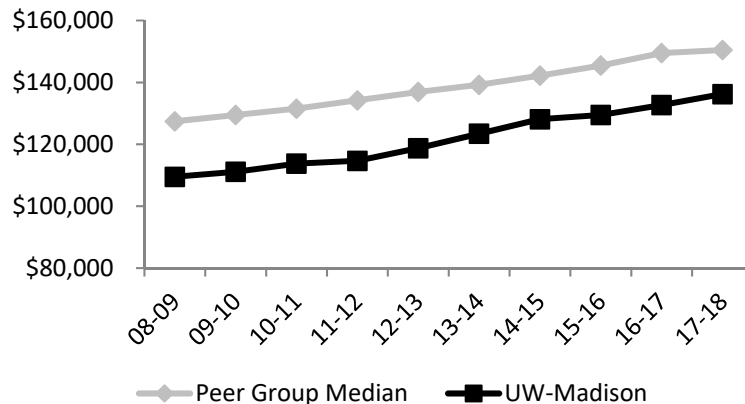
Assistant Professor Average Salary



Associate Professor Average Salary



Full Professor Average Salary

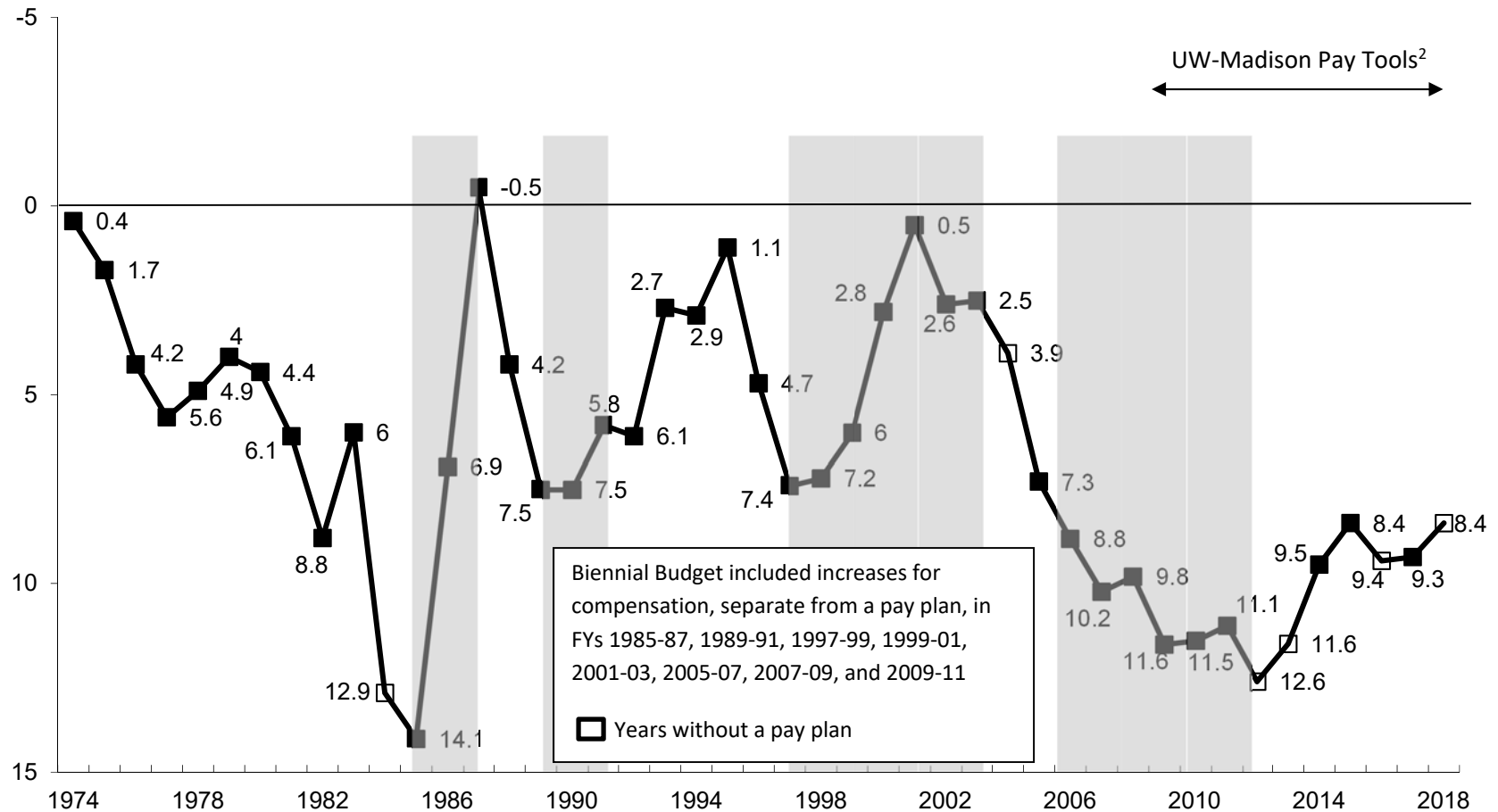


Peer Group Median
 UW-Madison

Notes: Based on the annual AAUP Faculty Salary Survey. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. The average salaries reported to the AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to the announced annual increases.

¹Peer Group Median excludes UW-Madison.

UW-Madison Faculty Salary Deficit **Percent Payroll Increase Needed to Bring Faculty Salaries to Peer Group Medians¹**



Notes: Based on the annual AAUP Faculty Salary Survey. Accounts for the number of faculty at each rank for UW-Madison. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. The average salaries reported to AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to the announced annual increases

¹Peer Group Median excludes UW-Madison

²For more information on UW-Madison Pay Tools, view the report at <https://apir.wisc.edu/faculty-staff/faculty-compensation/>